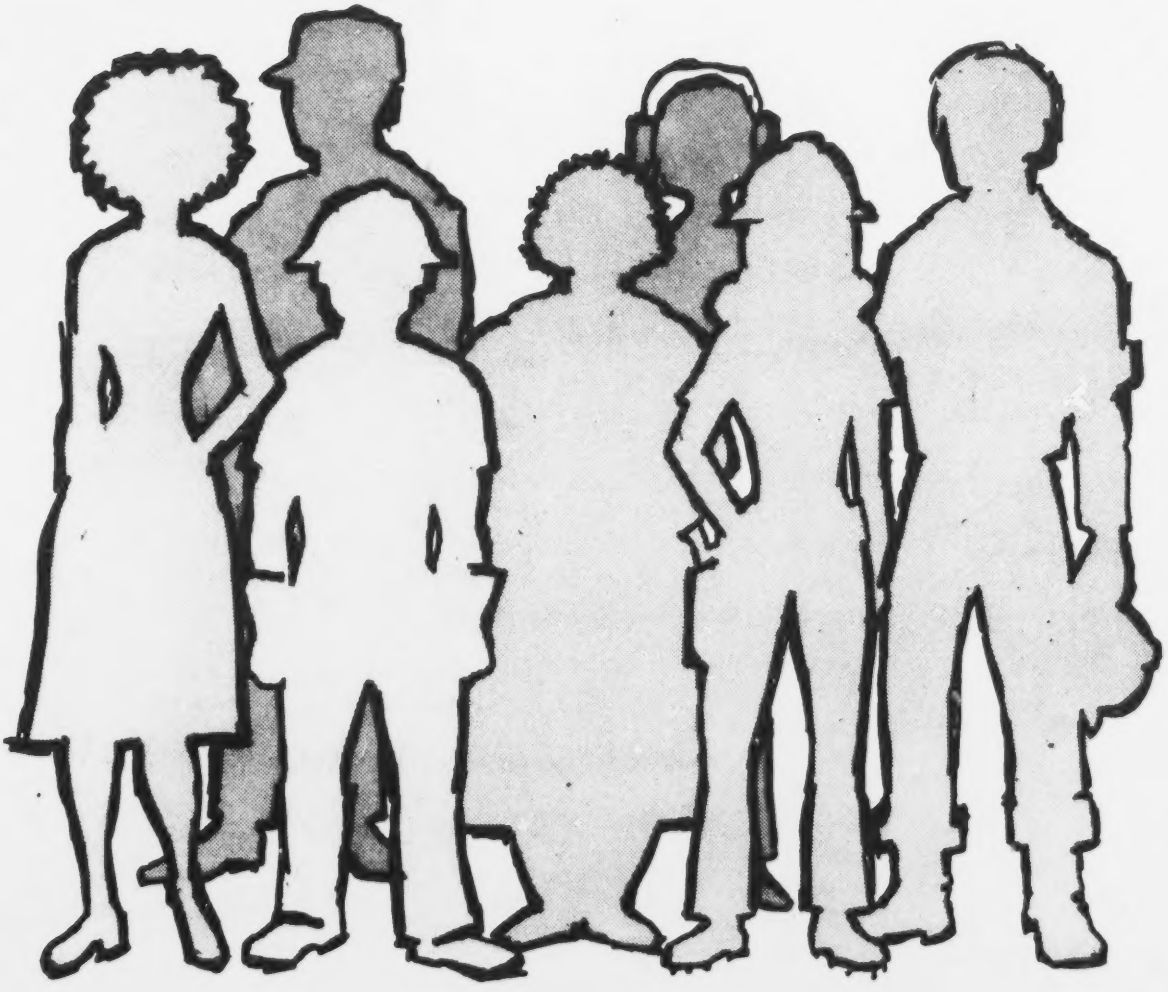
S6615-1

LABOR MARKET INFORMATION

AFFIRMATIVE ACTION PROGRAMS

1980



STATE OF OREGON

STATE OF OREGON • EMPLOYMENT DIVISION • DEPARTMENT OF HUMAN RESOURCES

An affirmative action program is a set of specific and result-oriented procedures to which a contractor commits himself to apply every good faith effort. The objective of those procedures plus such efforts is equal employment opportunity. Procedures without effort to make them work are meaningless; and effort, undirected by specific and meaningful procedures, is inadequate. An acceptable affirmative action program must include an analysis of areas within which the contractor is deficient in the utilization of minority groups and women, and further, goals and timetables to which the contractor's good faith efforts must be directed to correct the deficiencies and, thus to increase materially the utilization of minorities and women, at all levels and in all segments of this work force where deficiencies exist.

-- U.S. Department of Labor, Office of Federal Contract Compliance, Revised Order No. 4

The data in this report meet the minimum requirements of OFCC Revised Order No. 4, Subpart B, paragraph 60-2.11; Section (a), (1), (i)-(v) and (2), (i)-(v).

AFFIRMATIVE ACTION PROGRAMS

Area Coverage

All data contained in this publication relates to the entire State of Oregon. As there are many labor markets within Oregon, you may need data on individual areas to develop your affirmative action program. Labor market information is available for Oregon's three SMSA's and for the thirty non-SMSA counties.

Explanation of Data

The enclosed tables have been prepared as part of the national affirmative action labor market information program. They are prepared to assist employers establish written affirmative action goals for women and people of minority groups.

Table 1-A gives 1978 population estimates by sex and minority status. To derive the 1978 estimates, 1970 census data was updated. The data was not updated by actual counts from another census. The labor force participation data for minority workers is directly from the 1970 Census with no modification.

Table 1-B details 1970 population and labor force participation. All of this data is from the 1970 Census of Population.

Table 2 provides labor force characteristics data based on the 1970 Census. The respective 1970 percentages of women and minority groups in the employed and unemployed categories locally have been adjusted by changes reported in the national Current Population Survey since 1970. The magnitude of the labor force is adjusted to reflect the average level reported during the first six months of 1979 (March 1978 benchmark).

Table 3 contains the same estimates of employment found in Table 2, as well as the percent distribution of employed persons by sex and minority status for available census occupational groups. While the occupational pattern undoubtedly changes with the seasons and the years, the occupational data as presented is the best that is available by minority group. Definitions of the census occupational codes can be found in the back of this packet.

Table 4 represents the active file of job applicants registered with the Oregon Employment Division local offices at the end of September 1979. The data is separated into experienced and entry-level categories. Generally speaking, an experienced applicant has at least six months of work experience in the occupation they are applying for. An entry-level applicant does not have the six months experience. Occupations on this table are coded by the Dictionary of Occupational Titles. Definitions of these occupational titles can be found in the occupational glossary located in the back of this packet. While the active file does not necessarily include all the unemployed and may include those employed and looking for another job, it is considered the best current source for characteristics of the unemployed in an area.

Table 5 presents veterans' data as recorded in the Oregon Employment Division local offices' active files of job applicants as of the end of September 1979.

Tables 6 and 7 are compilations of the last occupation of the experienced unemployed by sex and minority status. The data was extracted directly from the 1970 Census of Population and has not been updated.

In the following tables, persons of Spanish language are listed separately under the heading Spanish American. Since Spanish American is an ethnic group and not a race, these people are also listed under their race. In Oregon, approximately 94 percent of the people classified as Spanish American were of the "white" race. The remaining 6 percent were Spanish Americans of a race other than "white". For this reason, the "total minority" category might be slightly overstated through a person of Spanish language and nonwhite race being counted twice. However, in most cases this double-count is insignificant. An approximation for "white non-Spanish Americans" can be achieved by removing the product of .94 times the number of Spanish Americans from the census "white" group.

Labor Market Resources

It is important to consider all available labor market resources when utilizing the minorities and women to fill your job vacancies. In addition to the unemployed and those employed by other firms, you could benefit by considering your own employees. There may exist barriers to your existing female or minority employees that denies them equal access to certain classes of jobs, or the training needed to qualify for higher jobs. There also are potential workers who are not currently in the labor force and workers from outside the area who might enter the local labor market if they felt suitable jobs were available.

Services to Employers

The Oregon State Employment Division has a statewide network of offices ready to serve you. These offices offer their trained staff to assist employers in nondiscriminatory recruitment and prescreening of qualified applicants. Through this network and a national system, out-of-area recruitment can be offered when necessary. Occupational analysis helps employment stay current with job requirements for selection and referral purposes. Brochures, visual aids, and displays are available for most of the programs. Labor trend information is published monthly. The Employment Division can advise employers on available publicly-sponsored job training programs. Area offices can provide much of this information directly or can serve as a local contact through which aforementioned and other services to employers are available.

AN IMPORTANT NOTE TO USERS OF THIS INFORMATION

The information contained in this publication is general in nature and is only provided to assist employers who are attempting to meet affirmative action obligations. The information does not contain all of the specific requirements with which federal contractors must conform in making a required utilization analysis. Reference should be made to Code of Federal Regulations, Title 41, Subtitle B, Chapter 60, Section 60-2.11, for complete utilization analysis requirements.

For technical assistance regarding the data enclosed in this publication, or for additional affirmative action packets, please contact:

Oregon State Employment Division
Research and Statistics
875 Union Street N.E.
Salem, OR 97311

Telephone: 378-8657
Toll Free:
Calling from Portland: 229-5700
Calling from Eugene: 686-7500
Calling from elsewhere in Oregon: 1-800-452-7813
Ask for Extension 8657.

For technical assistance regarding affirmative action requirements not discussed in this packet, please contact the Office of Federal Contract Compliance in Portland. They may be called collect: 503-231-2222.

STATE OF OREGON

TABLE 1-A: POPULATION BY SEX AND MINORITY STATUS
JULY 1, 1978

MINORITY STATUS	NUMBER		PERCENT DISTRIBUTION		1970 LABOR FORCE * PARTICIPATION RATE	
	TOTAL	FEMALE	TOTAL	FEMALE	TOTAL	FEMALE
ALL RACES	2472000	1264800	100.0	100.0	56.6	40.5
WHITE	2385800	1219600	96.5	96.4	56.7	40.4
BLACK	36500	18400	1.5	1.5	56.0	47.2
OTHER NON-WHITE	49700	26700	2.0	2.1	48.4	41.1
SPANISH AMERICAN	46500	24500	1.9	1.9	59.1	40.6
MINORITY GROUP **	132700	69600	5.4	5.5	56.3	42.8

NOTES:

*LABOR FORCE PARTICIPATION RATES ARE FROM THE 1970 CENSUS OF POPULATION.

**MINORITY GROUP INCLUDES THE SUM OF SPANISH AMERICAN AND ALL RACES EXCEPT WHITE. SOME DUPLICATION IS POSSIBLE SINCE SPANISH AMERICAN MAY INCLUDE NON-WHITE RACES AS WELL AS WHITE.

SUM OF INDIVIDUAL ITEMS MAY NOT EQUAL TOTALS BECAUSE OF ROUNDING.

M DENOTES INFORMATION NOT AVAILABLE.

ZERO INDICATES LESS THAN FIVE PERSONS.

SOURCE: OREGON EMPLOYMENT DIVISION, RESEARCH AND STATISTICS

STATE OF OREGON

Table 1-B. Population by Sex and Minority Status

1970

Minority Status	Number		Percent distribution		Labor Force participation rate	
	Total	Female	Total	Female	Total	Female
	(1)	(2)	(3)	(4)	(5)	(6)
1. Total	2,091,385	1,067,433	100.0	100.0	56.6	40.5
2. White	2,032,079	1,037,579	97.2	97.2	56.7	40.4
3. Black	26,308	13,120	1.3	1.2	56.0	47.2
4. American Indian	13,510	6,934	0.6	0.6	NA	NA
5. Oriental	15,037	7,721	0.7	0.7	NA	NA
6. Other Races	4,451	2,079	0.2	0.2	53.8 1/	41.1 1/
7. Spanish-American	34,577	17,245	1.7	1.6	59.1	40.6
8. Minority Group*	93,883	47,099	4.5	4.3	56.3	42.8

1/ Includes American Indian and Oriental

Notes: NA = Not Available

*Sum of Spanish American and all races except white. Some duplication possible since Spanish American may include nonwhite races as well as white.

Sum of individual items may not equal totals because of rounding.

Source: Census of Population 1970

STATE OF OREGON

Table 2. Labor Force, Employment and Unemployment by Sex and Minority Status
1979 1/

	Sex and Minority Status	Labor Force	Percent	Employed	Percent	Unemployed	Percent	Unemployment Rate
			(1)		(2)		(3)	(4)
	Both Sexes							
1.	TOTAL	1,200,700	100.0	1,113,100	100.0	87,600	100.0	7.3
2.	White	1,169,739	97.4	1,086,017	97.6	83,722	95.6	7.2
3.	Black	14,579	1.2	12,701	1.1	1,878	2.1	12.9
4.	Other Races	16,382	1.4	14,382	1.3	2,000	2.3	12.2
5.	Spanish American	17,830	1.5	15,657	1.4	2,173	2.5	12.2
6.	Minority Group 2/	48,791	4.1	42,740	3.8	6,051	6.9	12.4
	Female							
7.	TOTAL	491,625	100.0	456,100	100.0	35.525	100.0	7.2
8.	Percent of Both Sexes	40.9	xxx	41.0	xxx	40.6	xxx	xxx
9.	White	477,943	97.2	443,826	97.3	34,117	96.0	7.1
10.	Black	6,670	1.4	6,052	1.3	618	1.7	9.3
11.	Other Races	7,012	1.4	6,222	1.4	790	2.2	11.3
12.	Spanish American	6,637	1.4	5,974	1.3	663	1.9	10.0
13.	Minority Group 2/	20,319	4.1	18,248	4.0	2,071	5.8	10.2

1/ January through June 1979 average of employment and unemployment. March 1978 benchmark.

2/ Sum of Spanish American and all races except white. Some duplication possible since Spanish American may include nonwhite races in addition to white.

Source: Oregon Employment Division

OREGON STATEWIDE

TABLE 3 OCCUPATIONS OF EMPLOYED PERSONS BY SEX AND MINORITY STATUS - 1979

	TOTAL *	TOTAL **		WHITE **		BLACK **		OTHR RACES **		SP AMER **		TOT MIN *	
		F	M	F	M	F	M	F	M	F	M	F	M
TOTAL ALL OCCUPATIONS	1113099	41.0	59.0	39.9	57.7	0.5	0.6	0.6	0.7	0.5	0.9	1.6	2.2
PROFESSIONAL TECHNICAL & KINDRED	162595	45.4	54.6	44.4	53.3	0.4	0.4	0.6	0.9	0.4	0.7	1.4	2.0
MEDICAL AND HEALTH WORKERS	27373	64.1	35.9	62.6	34.8	0.5	0.2	1.0	0.9	0.8	0.4	2.3	1.5
TEACHERS	42218	68.9	31.1	67.7	30.6	0.7	0.2	0.5	0.2	0.6	0.3	1.9	0.8
TECHNICIANS EXCEPT HEALTH	10422	15.8	84.2	15.3	82.3	0.1	0.4	0.4	1.5	0.1	1.4	0.6	3.3
OTHER PROFESSIONAL WORKERS	82582	30.9	69.1	30.2	67.4	0.3	0.6	0.5	1.1	0.3	0.9	1.0	2.6
MANAGERS AND ADMIN. EXCEPT FARM	104053	20.3	79.7	20.0	78.7	0.1	0.4	0.2	0.7	0.2	0.7	0.4	1.7
SALES WORKERS	84107	43.5	56.5	43.1	56.0	0.1	0.2	0.3	0.2	0.4	0.5	0.9	0.9
RETAIL TRADE	47425	63.2	36.8	62.6	36.5	0.1	0.1	0.4	0.2	0.7	0.3	1.2	0.6
OTHER THAN RETAIL TRADE	36683	18.1	81.9	17.9	81.3	0.1	0.3	0.2	0.3	0.2	0.7	0.4	1.2
CLERICAL WORKERS	197150	80.7	19.3	78.9	18.7	0.9	0.3	0.9	0.3	0.9	0.3	2.6	0.9
BOOKEEPERS	26657	90.5	9.5	89.7	9.3	0.2	0.1	0.6	0.1	0.9	0.1	1.7	0.3
SECRETARIES, STENOS, TYPISTS	53549	98.2	1.8	96.4	1.8	0.8	0.0	1.0	0.0	1.1	0.0	2.9	0.0
OTHER CLERICAL WORKERS	116944	70.4	29.6	68.4	28.6	1.1	0.5	0.9	0.5	0.7	0.5	2.7	1.4
CRAFTSMEN, FOREMEN AND KINDRED	138735	5.5	94.5	5.4	93.2	0.1	0.6	0.1	0.6	0.1	1.4	0.2	2.7
OPERATIVES EXEC TRANSPORT WORKER	116224	31.0	69.0	29.5	67.3	0.6	1.0	0.8	0.7	0.7	1.3	2.1	3.0
DURABLE GOODS MANUFACTURING	57552	20.6	79.4	20.0	77.5	0.2	1.3	0.3	0.7	0.4	1.5	0.9	3.5
NONDURABLE GOODS MFG.	22474	53.6	46.4	50.8	45.1	1.0	0.5	1.8	0.8	1.8	1.0	4.7	2.3
NONMANUFACTURING INDUSTRIES	36180	33.4	66.6	31.5	65.0	1.0	0.8	0.9	0.8	0.6	1.2	2.5	2.8
TRANSPORT EQUIPMENT OPERATIVES	46144	7.2	92.8	7.1	91.6	0.0	0.6	0.0	0.6	0.0	0.8	0.1	2.0
LABORERS, EXCEPT FARM	64817	8.5	91.5	8.2	88.8	0.1	1.3	0.2	1.4	0.2	1.7	0.5	4.4
SERVICE WORKERS	156565	67.5	32.5	64.7	30.5	1.5	1.0	1.2	1.0	1.0	0.6	3.7	2.6
PRIVATE HOUSEHOLD WORKERS	13425	97.4	2.6	92.4	2.5	4.1	0.0	1.0	0.1	1.2	0.2	6.2	0.3
CLEANING SERVICE WORKERS	30041	37.4	62.6	35.2	59.2	1.5	2.5	0.7	0.9	0.7	1.2	2.9	4.5
FOOD SERVICE WORKERS	54039	77.5	22.5	75.4	20.1	0.6	0.6	1.5	1.7	1.1	0.5	3.2	2.9
HEALTH SERVICE WORKERS	21672	92.0	8.0	88.2	7.6	2.5	0.3	1.3	0.1	1.6	0.2	5.4	0.6
PERSONAL SERVICE WORKERS	16644	71.6	28.4	69.0	27.1	1.5	0.9	1.1	0.4	1.3	0.5	4.0	1.8
PROTECTIVE SERVICE WORKERS	10607	6.5	93.5	6.2	92.3	0.1	0.4	0.2	0.8	0.0	1.0	0.3	2.2
OTHER SERVICE WORKERS	10137	67.6	32.4	62.9	28.6	2.7	2.4	2.0	1.5	0.9	0.3	5.6	4.2
AGRICULTURAL WORKERS	42709	17.3	82.7	16.6	80.5	0.1	0.3	0.6	1.8	0.6	2.1	1.3	4.3

NOTES: "TOT MIN" IS SUM OF SPANISH AMERICAN AND ALL RACES EXCEPT WHITE. SOME DUPLICATION IS POSSIBLE SINCE SPANISH AMERICAN INCLUDES NONWHITE RACES IN ADDITION TO WHITE.

SUM OF INDIVIDUAL ITEMS MAY NOT EQUAL TOTAL BECAUSE OF ROUNDING.

STATEWIDE OREGON

TABLE-4

OCCUPATION OF JOB APPLICANTS AT LOCAL OFFICES OF THE
OREGON STATE EMPLOYMENT SERVICE, BY SEX AND MINORITY STATUS AS OF SEPTEMBER 30, 1979

MAJOR OCCUPATIONAL GROUP (APPLICANT)	EXPERIENCED					ENTRY LEVEL				
	TOTAL	FEMALE NUMBER	FEMALE % OF TOTAL	MINORITY GROUP NUMBER	MINORITY GROUP % OF TOTAL	TOTAL	FEMALE NUMBER	FEMALE % OF TOTAL	MINORITY GROUP NUMBER	MINORITY GROUP % OF TOTAL
TOTAL	59,364	25,497	43.0 %	3,814	6.4 %	9,587	4,517	47.1 %	521	5.4 %
PROFESSIONAL, TECHNICAL AND MANAGERIAL OCCUPATIONS:	7,991	3,918	49.0 %	436	5.5 %	579	295	50.9 %	39	6.7 %
ARCHITECTURE AND ENGINEERING	695	105	15.1 %	34	4.9 %	62	10	16.1 %	3	4.8 %
MATHEMATICS AND SCIENCE	803	347	43.2 %	57	7.1 %	54	26	48.1 %	0	.0 %
SOCIAL SCIENCE	81	29	35.8 %	5	6.2 %	2	1	50.0 %	0	.0 %
MEDICINE AND HEALTH	725	565	77.9 %	29	4.0 %	34	30	88.2 %	2	5.9 %
EDUCATION	1,145	786	68.6 %	72	6.3 %	93	82	88.2 %	7	7.5 %
OTHER PROFESSIONAL, TECHNICAL AND MANAGERIAL OCCUPATIONS	4,542	2,086	45.9 %	239	5.3 %	334	146	43.7 %	27	8.1 %
CLERICAL AND SALES OCCUPATIONS:	14,941	11,776	78.8 %	756	5.1 %	2,107	1,769	84.0 %	75	3.6 %
STENOGRAPHY,TYPING,FILING & RELATED	3,805	3,597	94.5 %	233	6.1 %	555	526	94.8 %	14	2.5 %
COMPUTING AND ACCOUNT RECORDING	5,144	4,589	89.2 %	242	4.7 %	588	524	89.1 %	25	4.3 %
OTHER CLERICAL OCCUPATIONS	2,478	1,799	72.6 %	134	5.4 %	371	305	82.2 %	17	4.6 %
SALESWORKER, SERVICES	134	55	41.0 %	7	5.2 %	13	9	69.2 %	1	7.7 %
SALESWORKER, COMMODITIES	1,517	608	40.1 %	51	3.4 %	179	96	53.6 %	7	3.9 %
MERCHANDISING OCCUPATIONS EXCEPT SALESWORKERS	1,863	1,128	60.5 %	89	4.8 %	401	309	77.1 %	11	2.7 %
SERVICE OCCUPATIONS:	8,954	5,487	61.3 %	648	7.2 %	1,507	851	56.5 %	110	7.3 %
DOMESTIC SERVICES	744	535	71.9 %	67	9.0 %	327	160	48.9 %	23	7.0 %
PERSONAL SERVICES	6,364	4,479	70.4 %	378	5.9 %	775	558	72.0 %	58	7.5 %
PROTECTIVE SERVICES	528	127	24.1 %	27	5.1 %	222	89	40.1 %	12	5.4 %
APPAREL & FURNISHINGS, BUILDING AND RELATED SERVICES	1,318	346	26.3 %	176	13.4 %	183	44	24.0 %	17	9.3 %
FARMING, FISHERY, FORESTRY, & RELATED:	3,056	643	21.0 %	282	9.2 %	536	182	34.0 %	26	4.9 %
PROCESSING OCCUPATIONS:	2,106	885	42.0 %	178	8.5 %	820	313	38.2 %	51	6.2 %
PROCESSING METAL, REFINING ORE AND FOUNDRY OCCUPATIONS	160	24	15.0 %	16	10.0 %	121	18	14.9 %	6	5.0 %
FOOD, TOBACCO & RELATED PRODUCTS	981	619	63.1 %	103	10.5 %	287	160	55.7 %	29	10.1 %
PAPER AND RELATED MATERIALS	64	11	17.2 %	2	3.1 %	160	45	28.1 %	10	6.3 %
WOOD AND WOOD PRODUCTS	184	37	20.1 %	17	9.2 %	5	2	40.0 %	1	20.0 %
PETROLEUM, COAL, GAS, CHEMICALS, PLASTICS, SYNTHETICS, RUBBER, PAINT AND RELATED PRODUCTS	591	151	25.5 %	26	4.4 %	241	86	35.7 %	5	2.1 %
LEATHER, TEXTILES & RELATED PRODUCTS	11	4	36.4 %	3	27.3 %	1	1	100.0 %	0	.0 %
OTHER PROCESSING OCCUPATIONS	115	39	33.9 %	11	9.6 %	5	1	20.0 %	0	.0 %

STATEWIDE OREGON

TABLE-4

OCCUPATION OF JOB APPLICANTS AT LOCAL OFFICES OF THE OREGON STATE EMPLOYMENT SERVICE, BY SEX AND MINORITY STATUS AS OF SEPTEMBER 30, 1979

MAJOR OCCUPATIONAL GROUP (APPLICANT)	EXPERIENCED					ENTRY LEVEL				
	TOTAL	FEMALE NUMBER	FEMALE % OF TOTAL	MINORITY GROUP NUMBER	MINORITY GROUP % OF TOTAL	TOTAL	FEMALE NUMBER	FEMALE % OF TOTAL	MINORITY GROUP NUMBER	MINORITY GROUP % OF TOTAL
MACHINE TRADES OCCUPATIONS:	4,900	561	11.4 %	290	5.9 %	1,086	344	31.7 %	61	5.6 %
METAL	714	95	13.3 %	77	10.8 %	44	7	15.9 %	4	9.1 %
MECHANICS & MACHINERY REPAIRMEN	1,796	47	2.6 %	76	4.2 %	189	3	1.6 %	13	6.9 %
PAPERWORKING OCCUPATIONS	57	17	29.8 %	8	14.0 %	30	9	30.0 %	2	6.7 %
WOOD MACHINE OCCUPATIONS	2,085	325	15.6 %	105	5.0 %	814	324	39.8 %	41	5.0 %
OTHER MACHINE TRADE OCCUPATIONS	248	77	31.0 %	24	9.7 %	9	1	11.1 %	1	11.1 %
BENCH WORK OCCUPATIONS:	2,239	930	41.5 %	249	11.1 %	1,062	487	45.9 %	53	5.0 %
FABRICATION ASSEMBLY & REPAIR OF ELECTRIC, MEDICAL, PHOTOGRAPHIC AND OPTICAL APPARATUS	494	225	45.5 %	50	10.1 %	173	115	66.5 %	17	9.8 %
FABRICATION & REPAIR OF WOOD PRODUCT	712	174	24.4 %	74	10.4 %	673	255	37.9 %	22	3.3 %
OTHER BENCH WORK OCCUPATIONS	1,033	531	51.4 %	125	12.1 %	216	117	54.2 %	14	6.5 %
STRUCTURAL WORK OCCUPATIONS:	7,091	274	3.9 %	393	5.5 %	926	99	10.7 %	44	4.8 %
MISCELLANEOUS OCCUPATIONS:	8,086	1,023	12.7 %	582	7.2 %	964	177	18.4 %	62	6.4 %
MOTOR FREIGHT & TRANSPORTATION OCC.	3,366	282	8.4 %	175	5.2 %	302	35	11.6 %	13	4.3 %
PACKAGING & MATERIAL HANDLING OCC.	4,337	638	14.7 %	393	9.1 %	628	131	20.9 %	47	7.5 %
LOGGING OCCUPATIONS	2	0	.0 %	0	.0 %	0	0	.0 %	0	.0 %
OTHER MISCELLANEOUS OCCUPATIONS	381	103	27.0 %	14	3.7 %	34	11	32.4 %	2	5.9 %

STATE OF OREGON

Table 5. Veteran Job Applicants at Local Offices of the Oregon State Employment Service as of September 30, 1979

Applicants Actively Seeking Work	85,171	100.0%
Total Veterans	13,504	15.9
Recently Separated	5,227	6.1
Disabled	721	0.8
Special Veteran	1,608	1.9
Vietnam Era	5,642	6.6

DEFINITIONS OF VETERAN CLASSIFICATIONS

Veteran. A person who was discharged or released from the active U.S. military service with other than a dishonorable discharge.

Recently Separated Veteran. A veteran whose last date of discharge or release from the Armed Forces occurred within four years of the date of application.

Disabled Veteran. A person entitled to disability compensation under laws administered by the Veterans Administration and has a disability rated at less than thirty percent.

Special Veteran. A Vietnam-era veteran who served in the Armed Forces in Indochina or Korea, or the waters adjacent thereto, on or after August 5, 1964, and on or before May 7, 1975, and who received other than a dishonorable discharge.

Vietnam Era Veteran. A person who (i) served on active duty for a period of more than 180 days, any part of which occurred during the Vietnam Era and was discharged or released therefrom with other than a dishonorable discharge, or (ii) was discharged or released from active duty for a service-connected disability, if any part of such active duty was performed during the Vietnam Era.

STATE OF OREGON

Table 6. Percent Female and Minority Group of the Experienced Unemployed

Major Occupational Group	Experienced Unemployed	Percent Of Total*	Percent Minority	Percent Female
Total	55,994	100.0	5.1	36.9
Prof., technical, & related	4,230	7.5	2.4	35.8
Sales	2,944	5.2	3.8	57.7
Clerical	6,442	11.5	4.7	84.4
Craftsmen, foremen & related	9,674	17.3	3.6	4.2
Operatives	13,638	24.3	4.7	35.8
Nonfarm laborers	7,686	13.7	5.6	7.3
Service, except private households	7,458	13.3	7.9	58.5
Service, private households	563	1.0	8.2	96.8
Farm workers	2,552	4.5	8.8	23.4
Last worked 1959 or earlier 1/	807	1.4	4.7	80.3

NOTE: Minority includes Spanish American and all races except white. Some duplication possible since Spanish American may include nonwhite races in addition to white.

* Sum may not equal total because of rounding.

1/ Occupation not available.

SOURCE: Census of Population, 1970

STATE OF OREGON

Table 7. Last Occupation of the Experienced Unemployed, By Sex, and Minority Status

Major Occupational Group	BOTH SEXES					MINORITY GROUP*		FEMALE						MINORITY GROUP*	
	Total	White	Black	Other Races	Spanish American	Total	Percent Of All Races	Total	Total Female as a percent of Total Both Sexes	White	Black	Other Races	Spanish American	Total	Percent of Both Sexes
Total	55,994	54,195	863	936	1,038	2,837	5.1	20,662	36.9	20,018	289	355	313	957	33.7
Percent of Total	100.0	100.0	100.0	100.0	100.0	100.0	-	100.0	-	100.0	100.0	100.0	100.0	100.0	-
Prof., technical, & related	7.5	7.6	4.9	4.3	1.7	3.5	2.4	7.3	35.8	7.4	5.9	2.5	3.5	3.9	37.0
Sales	5.2	5.3	1.8	3.5	6.2	4.0	3.8	8.2	57.7	8.3	4.1	4.5	6.4	5.0	42.5
Clerical	11.5	11.5	8.7	13.1	10.3	10.7	4.7	26.3	84.4	26.4	20.8	25.3	25.2	23.9	75.1
Craftsmen, foremen & related	17.3	17.5	9.7	9.2	16.9	12.2	3.6	2.0	4.2	2.0	0	0	2.2	0.7	2.0
Operatives	24.3	24.3	28.6	22.7	17.9	22.8	4.7	23.6	35.8	23.7	18.7	22.5	17.9	19.8	29.4
Nonfarm laborers	13.7	13.7	16.4	11.2	17.4	15.1	5.6	2.7	7.3	2.7	6.9	2.8	6.7	5.3	11.9
Service, except private households	13.3	13.0	22.2	24.6	16.2	20.8	7.9	21.1	58.5	20.8	27.7	33.5	26.2	29.4	47.6
Service, private households	1.0	1.0	2.7	1.1	1.2	1.6	8.2	2.6	96.8	2.5	7.9	2.8	4.1	4.8	100.0
Farm workers	4.5	4.5	3.1	8.4	11.5	7.9	8.8	2.9	23.4	2.9	2.8	3.1	7.7	4.5	19.1
Last worked 1959 or earlier 1/	1.4	1.4	1.7	1.8	0.6	1.3	4.7	3.1	80.3	3.1	5.2	2.8	0	2.6	65.8

NOTES: *Sum of Spanish Americans and all races except white. Some duplication possible since Spanish Americans may include nonwhite races in addition to white.

Sum of detail may not equal totals because of rounding.

1/ Occupation not available

SOURCE: Census of Population, 1970

OCCUPATIONAL GLOSSARY

The occupations in Table 3 of this publication are coded according to the Census Occupational Coding System. In Table 4 the occupations are coded by the Dictionary of Occupational Titles. To aid in selecting the appropriate occupational groupings for your workers, the following "Occupational Glossary" is attached.

CENSUS OCCUPATIONAL TITLES AS USED IN TABLE 3

PROFESSIONAL, TECHNICAL, AND KINDREI WORKERS

Engineers.--Includes aeronautical and astronautical, chemical, civil, electrical and electronic, industrial, mechanical, metallurgical and materials, mining, petroleum, and sales engineers. Physicians, dentists, and related practitioners. --Includes chiropractors, dentists, optometrists, pharmacists, medical and osteopathic physicians, podiatrists, and veterinarians. Health workers, except practitioners.--Includes dietitians, registered nurses, therapists, clinical laboratory technologists, dental hygienists, health record technologists, radiologic technologists, and therapy assistants. Teachers, elementary and secondary schools.--Includes prekindergarten, kindergarten, elementary, and secondary school teachers, but excludes principals and supervisors. Technicians, except health.--Includes agricultural, biological, chemical, electrical and electronic, and industrial engineering; mathematical, and mechanical engineering technicians; draftsmen; surveyors; airplane pilots; air traffic controllers; embalmers; flight engineers; radio operators; and tool programmers, numerical control.

OTHER PROFESSIONAL WORKERS

Includes accountants, architects, computer programmers, computer systems analysts, farm management advisors, foresters and conservationists, home management advisors, judges, lawyers, librarians, archivists and curators, actuaries, mathematicians, statisticians, scientists, operations and systems researchers and analysts, personnel and labor relations workers, clergymen and other religious workers, economists, social scientists and workers, recreation workers, teachers except elementary and secondary, vocational and educational counselors, actors, athletes, authors, dancers, designers, editors and reporters, musicians and composers, painters and sculptors, photographers, public relations persons and publicity writers, radio and television announcers, and research workers not specifying subject.

MANAGERS AND ADMINISTRATORS, EXCEPT FARM

Includes assessors, controllers and treasurers in local public administration; bank officers and financial managers; buyers and shippers of farm products; wholesale and retail trade buyers; credit persons; funeral directors; health administrators; inspectors in public administration; building managers and superintendents; ship officers, pilots, and pursers; officials of lodges, societies, and unions; postmasters and mail superintendents; railroad conductors; restaurant cafeteria, and bar managers; sales managers and retail trade department heads; and school administrators.

SALES WORKERS

Includes advertising agents and salespersons; auctioneers; demonstrators; hucksters and peddlers; insurance agents, brokers, and underwriters; newsboys; real estate agents and brokers; stock and bond salespersons; sales representatives; sales clerks; and salespersons.

CLERICAL AND KINDRED WORKERS

Bookkeepers. Secretaries, Stenographers, and Typists. Other clerical workers.--Includes bank tellers; cashiers; clerical assistants, social welfare; bill and account collectors; counter clerks, except food; vehicle dispatchers and starters; enumerators and interviewers; clerical estimators and investigators; expediters and production controllers; file clerks; insurance adjusters, examiners and investigators; library attendants; mail carriers and mail handlers; messenger and office boys; utility meter readers; operators of: bookkeeping and billing machines, computer and peripheral equipment, key punch, tabulating machines, and other office machines; payroll and timekeeping clerks; postal clerks; proofreaders; real estate appraisers; receptionists; shipping and receiving clerks; statistical clerks; stock clerks and storekeepers; teacher aides; telegraph messengers; telegraph operators; telephone operators; ticket, station, and express agents; and weighers.

CRAFTSMEN, FOREMEN, AND KINDRED WORKERS 1/

Automobile mechanics, including body repairmen. Mechanics and repairmen, except auto.--Includes mechanics and repairmen of: air conditioning, heating and refrigeration; aircraft; data processing machines; farm implements; heavy equipment; household appliances; looms; office machines; radios and televisions; and railroad cars. Machinists. Metal craftsmen, except mechanics and machinists.--Includes blacksmiths; boilermakers; forgemen and hammermen; heat treaters, annealers, and temperers; job and die setters, metal; millwrights; metal molders; pattern and model makers; rollers and

1/ Craft apprentices are included with their craft.

BEST COPY AVAILABLE

finishers, metal; sheet metal workers and tinsmiths; shipfitters; and tool and die makers. Carpenters. Construction craftsmen, except carpenters.--Includes brickmasons and stonemasons; cement and concrete finishers; electricians; excavating, grading, and road machine operators; floor layers; painters, construction and maintenance; paperhangers; plasterers; plumbers and pipe fitters; roofers and slaters; structural metal craftsmen; and tile setters. Other craftsmen.--Includes bakers; bookbinders; cabinetmakers; carpet installers; compositors and typesetters; cranemen, derrickmen, and hoistmen; decorators and window dressers; dental laboratory technicians; electric power linemen and cablemen; electrotypers and sterotypers; engravers; lithographers; printing pressmen and plate printers; foremen 2/; furniture and wood finishers; furriers; glaziers; log and lumber inspectors, scalers, and graders; inspectors, n.e.c.; jewelers and watchmakers; locomotive engineers and firemen; grain, flour, and feed millers; opticians and lens grinders and polishers; piano and organ tuners and repairmen; power station operators; shoe repairmen; sign painters and letterers; stationary engineers; stone cutters and stone carvers; tailors; telephone installers and repairmen, linemen and splicers; and upholsterers.

OPERATIVES, EXCEPT TRANSPORT

Includes asbestos and insulation workers; assemblers; blasters and powdermen; bottling and canning operatives; surveying chainmen, rodmen, and axmen; manufacturing checkers and inspectors; clothing ironers; cutting operatives, n.e.c.; dressmakers and seamstresses, except factory; earth drillers; dry wall installers and lathers; dyers; filers, polishers, sanders, and buffers; furnacemen, smeltermen, and pourers; garage workers and gas station attendants; graders and sorters, manufacturing; produce graders and packers, except factory and farm; metal heaters; laundry and dry cleaning operatives, n.e.c.; meat cutters and butchers; meat wrappers, retail trade; metal platers; milliners; mine operatives, n.e.c.; mixing operatives; oilers and greasers, except auto; packers and wrappers, n.e.c.; painters, manufactured articles; photographic process workers; drill press operatives; grinding machine operatives; lathe and milling machine operatives; lathe and milling machine operatives; punch and stamping press operatives; riveters and fasteners; sailors and deckhands; sawyers; sewers and stitchers; shoemaking machine operatives; solderers; stationary firemen; carding, lapping and combing operatives; knitters, loopers, and toppers; spinners, twisters, and winders; weavers, welders and flamecutters; winding operatives, n.e.c.; and miscellaneous and not specified operatives.

TRANSPORT EQUIPMENT OPERATIVES

Truck Drivers. Other transport equipment operatives.--Includes boatmen and canalmen, bus drivers, urban rail transit conductors and motormen, deliverymen and routemen, fork lift and tow motor operatives, motormen, parking attendants, railroad brakemen, railroad switchmen, taxicab drivers and chauffeurs.

LABORERS, EXCEPT FARM

Construction laborers.--Includes laborers in the construction industry and all others who specified helping construction craftsmen. Freight, stock, and material handlers.--Includes freight and material handlers, garbage collectors, longshoremen, stevedores, and stockhandlers. Other laborers except farm.--Includes animal caretakers, except farm; fishermen and oystermen; gardeners and groundskeepers, except farm; lumbermen, raftsmen, and woodchoppers; teamsters; vehicle washers and equipment cleaners; warehousemen, n.e.c.; and miscellaneous and not specified laborers.

FARMERS AND FARM MANAGERS

FARM LABORERS AND FARM FOREMAN

Includes farm foremen; farm laborers, wage workers; farm laborers, unpaid family workers; and self-employed farm service laborers.

SERVICE WORKERS, EXCEPT PRIVATE HOUSEHOLD

Cleaning service workers. Food service workers.--Includes bartenders, busboys, cooks, dishwashers, food counter and fountain workers, waiters and waitresses. Health service workers.--Includes nursing and other health aides, health trainees, orderlies and attendants, practical nurses, dental assistants, and lay midwives. Personal service workers.--Includes airline stewardesses, recreation and amusement attendants, baggage porters, barbers, boarding house and lodginghouse keepers, bootblacks, child care workers, elevator operators, hairdressers and cosmetologists, housekeepers, school monitors, recreation and amusement ushers, and welfare service aides. Protective service workers.--Includes firemen (fire protection), guards and watchmen, policemen and detectives, crossing guards and bridge tenders, sheriffs and bailiffs.

PRIVATE HOUSEHOLD WORKERS

Includes child care workers, cooks, housekeepers, launderesses, and maids and servants.

2/ Foremen who also report a craft occupation are classfied with their craft. This category includes foremen of operatives and those who did not repo t their craft.

BEST COPY AVAILABLE

DICTIONARY OF OCCUPATIONAL TITLE CODES AS USED IN TABLE 4

Professional, Technical, and Managerial Occupations. This category includes occupations concerned with the theoretical and practical aspects of such fields of human endeavor as: architecture; engineering; mathematics; physical sciences; social sciences; medicine and health; education; museum, library, and archival sciences; law; theology; the arts; recreation; administrative specialities; and management. Also included are occupations in support of scientists and engineers and other specialized activities such as piloting aircraft, operating radios, and directing the course of ships. Most of these occupations require substantial educational preparation, usually at the university, college, junior college, or technical institute level.

Clerical and Sales Occupations. This category is composed of two occupational subcategories. Clerical occupations include those activities concerned with preparing, transcribing, systematizing, and preserving written communications and records; distributing information; and collecting accounts. Sales occupations include those activities concerned with influencing customers in favor of a commodity or service. Occupations closely identified with sales transactions are included even though they do not involve active participation in the transactions.

Service Occupations. This category includes occupations concerned with providing domestic services in private households; preparing and serving food and drink in commercial, institutional, or other establishments; providing lodging and related services; providing grooming, cosmetic, and other personal and health care services for children and adults; maintaining and cleaning clothing and other wearing apparel; providing protection for people and property attending to the comfort or requests of patrons of amusement and recreation facilities; and performing cleaning and maintenance services to interiors of buildings.

Agricultural, Fishery, Forestry, and Related Occupations. This category includes occupations concerned with propagating, growing, caring for, and gathering plant and animal life and products; logging timber tracts; catching, hunting, and trapping animal life; and caring for parks, gardens, and grounds. Also included are occupations concerned with providing related support services. Excluded are occupations requiring a primary knowledge or involvement with technologies, such as processing, packaging, and stock checking, regardless of their industry designations. Managerial occupations in agriculture, fishery, and forestry are included under professional, technical, and managerial occupations.

Processing Occupations. This category includes occupations concerned with refining, mixing, compounding, chemically treating, heat treating, or similarly working materials in solid, fluid, semifluid, or gaseous states to prepare them for use as basic materials, or stock for further manufacturing treatment, or for sale as finished products to commercial users. Knowledge of a process and adherence to formulas or other specifications are required to some degree. Vats, stills, ovens, furnaces, mixing machines, crushers, grinders, and related machines and equipment usually are involved.

Machine Trades Occupations. This category includes occupations concerned with the operation of machines that cut, bore, mill, abrade, print, and similarly work such materials as metal, paper, wood, plastics, and stone. A worker's relationship to the machine is of primary importance. The more complicated jobs require an understanding of machine functions, blueprint reading, making mathematical computations, and exercising judgment to attain conformance to specifications. In other jobs, eye and hand coordination may be the most significant factor. Installation, repair, and maintenance of machines and mechanical equipment and weaving, knitting, spinning, and similarly working textiles are included.

Benchwork Occupations. This category includes occupations concerned with using body members, handtools, and bench machines to fabricate, inspect, or repair relatively small products, such as jewelry, phonographs, light bulbs, musical instruments, tires, footwear, pottery, and garments. The work is usually performed at a set position or station in a mill, plant, or shop, at a bench, worktable, or conveyor. Workers in more complex jobs may be required to read blueprints, follow patterns, use a variety of handtools, and assume responsibility for meeting standards. Other jobs may only require workers to follow standardized procedures.

Structural Work Occupations. This category includes occupations concerned with fabricating, erecting, installing, paving, painting, and repairing structures and structural parts, such as bridges, buildings, roads, motor vehicles, cables, internal combustion engines, girders, plates, and frames. Generally, work is outside, except for factory production line occupations. The worker's relationship to handtools and power tools is more important than that to stationary machines, which are also used. Knowledge of the properties (stress, strain, durability, resistance) of the materials used (wood, metal, concrete, glass, clay) is often a requirement.

Miscellaneous Occupations. This category includes occupations concerned with the transportation of people and cargo from one geographical location to another by various methods; with the packaging of materials and the moving of materials in and around establishments; with the extraction of minerals from the earth; with the production and distribution of utilities; with modeling for painters, sculptors, and photographers; with providing various production services in motion pictures and radio and television broadcasting; with the production of graphic art work; and with other miscellaneous activities.

BEST COPY AVAILABLE

BEST COPY AVAILABLE

Do you need other Affirmative Action Data Packets? Do you want to be dropped from the mailing list? Has your mailing address changed? If so, just fill out the information below and mail or phone to:

Oregon State Employment Division
Reseach and Statistics
875 Union Street N.E.
Salem, OR 97311

SEND AFFIRMATIVE ACTION PACKET(S) TO:

Since personnel turn over quite frequently, please have the data packets sent to a job title and not a person.

Check one:

☐ Remove name from mailing list. (Unless you check this box, you will automatically receive future publications each year.)

☐ Correct address as shown above. Place mailing label addressed to you from the Employment Division or write down your old address below:

Check Areas Needed:

___ State	___ Crook	___ Jackson	___ Morrow
___ Eugene SMSA	___ Curry	___ Jefferson	___ Tillamook
___ Portland SMSA	___ Deschutes	___ Josephine	___ Umatilla
___ Salem SMSA	___ Douglas	___ Klamath	___ Union
___ Baker	___ Gilliam	___ Lake	___ Wallowa
___ Benton	___ Grant	___ Lincoln	___ Wasco-Sherman
___ Clatsop	___ Harney	___ Linn	___ Wheeler
___ Columbia	___ Hood River	___ Malheur	___ Yamhill